

Modeling of Simultaneous Relationships between Various Styles of Leaderships, Readiness for Changes and Organizational Health: A case study of Shiraz University

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Introduction

Today's society is an organizational society and in order for organizations to be well responsive and therefore effective, they need to pay attention to environmental changes and demands and be ready for change. Organizational health is a very powerful tool for preparing employees for change. In other words, it must be possible to provide the necessary preparation for employees to make the necessary changes so that the organization can respond well to environmental demands. Health and readiness for change are influenced by the actions of the leader and the type of leadership in the organization. Awareness of organizational health indicators and their improvement makes employees feel safe and more motivated and enthusiastic, and provides the necessary context for change and readiness to accept change, which contributes to the effectiveness of the organization. Provide in yourself and the staff. Therefore, the purpose of this study is modeling of simultaneous relationships between various styles of leaderships, readiness for changes and organizational health: A case study of Shiraz University

Method

In this descriptive correlational study, the statistical population was all

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official employees of Shiraz University (including 600 people) who were selected as a research sample using Morgan table using 234 simple stratified random sampling methods. The research tools included a questionnaire of various styles of leadership Torkzadeh & Jafari (2013) readiness for change (Torkzadeh and Abdesharifi, 2015) and organizational health (derived from the organizational health questionnaire of Torkzadeh and Basiri, 2015) which after calculating validity and reliability, distributed and collected. The research data were analyzed using multivariate regression coefficient.

Results

The results showed that Leadership Styles and readiness to change simultaneously predict organizational health.

Discussion

It is recommended that university administrators explore various leadership styles and adapt to changes in order to meet organizational health requirements specific to their circumstances.

Keywords: Styles of Leaderships, Readiness for Change, Organizational Health

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